

Career Survival 2.0

“A Culture of Administrative Safety”



How It Works

Phase One – You’re in!

Participating Fire Chiefs virtually meet with a member of CSG’s [Executive Team](#) who will provide an overview of the project, considerations on selecting your project team, and how to avoid common landmines. The Fire Chief has access to our Executive Team throughout this project.

Phase Two – Company Officer(s) start

Using a tool we provide, your selected CO will review existing policies, training, and audits related to the most common administrative safety risks.

Phase Three – Live training & report

The selected CO’s from each participating agency attend three days of in-person, intense and experiential administrative safety training. After each day, the CO’s will re-assess current policy, training, and audits through the eyes of a “Career Survivalist.”

At the end of the training, the CO will use a tool we provide to prepare a report for the Fire Chief highlighting administrative safety strengths and areas for improvement.

Phase Four – The project

With guidance from our Executive Team, the Fire Chief initiates a data-driven and stakeholder based administrative safety project that includes specific tasks and accountability. CSG is the Project Manager. We mentor team members through tasks and report progress back to the Fire Chief.

Emphasis on Company Officers

No one has more influence over the day to day organizational culture than the front-line supervisors. This is why Career Survival 2.0 focuses on your selected Company Officer for crucial tasks and training.

Regardless of “top down” ability to impact culture, these Officers, their crews, and anyone they may mentor will be less likely to engage in administrative safety violations.

Cultural change one crew at a time!

Company Officer Training Continues

The selected CO acts as agency liaison and provides CSG with annual project updates. The CO will also be invited to attend virtual meetings of their regional class peers to discuss various Career Survival issues.

Career Survival 2.0 Certificate

The CO can apply for a “Career Survivalist” certificate. The application process includes a recommendation from the Fire Chief and attendance in at least three virtual regional peer meetings.

A Career Survivalist Certificate represents a tangible value for the CO, the agency, and for the taxpayers who have invested in both!

Career Survival 2.0 is the project you’ll point to when discussing agency recruitment, diversity and inclusion!



The Career Survival Group offers an incredible blend of research and experience specific to the Fire Service. We designed Career Survival 2.0 as a sustainable process for addressing administrative safety risks. We hope you’ll agree that for the price, this is a unique opportunity to move the needle in what can be a challenging culture.